



**COUNTY OF LOS ANGELES
DEPARTMENT OF AUDITOR-CONTROLLER**

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December 23, 2010

TO: William T Fujioka
Chief Executive Officer

FROM: Wendy L. Watanabe *for*
Auditor-Controller

SUBJECT: **COUNTY EMPLOYEE UNION ACTIVITIES**

As you know, we recently completed a review of Probation's staff accountability and position/item control. The primary focus of our review was to verify that the employees on Probation's position/item control were bona fide, and to update the Department's position/item control.

During our review, we noted some issues related to Probation employees' union activities. Specifically, we identified an employee who appeared to be spending more time on union activities than his Memorandum of Understanding (MOU) allowed. We also noted that employees working on union activities did not always report to their assigned work location, which makes it difficult for their supervisors to know if the employees' reported work time is correct. Finally, we noted that there is no consistent policy for unions to reimburse the County for employee time spent on union activities.

We are not aware if other County departments have issues similar to those mentioned above. However, because employees in many departments are involved in union activities, we recommend that CEO Employee Relations work with County departments to ensure employees who work on union activities comply with the limits in their MOUs, that departments have appropriate time accountability for employees who work on union activities and develop a consistent policy for unions to reimburse departments for employee time spent on union activities.

Please call me if you have any questions, or your staff may contact Terri Kasman at (213) 253-0103.

WLW:MMO:JLS

c: Lisa M. Garrett, Director of Personnel, Department of Human Resources
Audit Committee